Mrs. Pearce Post Conference Feedback

* pose the question of what went well and what she felt needed improvement
  + instead say what is something that you'd do differently.
* Sat on the same side of the table as the teacher
  + non-confrontational seating position.
* Shared the positive teaching points and strategies seen during the observation.
* Related examples from the observation to relate to the points that you were trying to stress.
* Coach the teacher of good strategies to use.
* Good eye contact, especially during your time of sharing areas of improvement. You did so in a positive light.
* Good strategies to manage student behavior ex.) told the teacher not to chastise students in front of the group, using the strategy of putting their hands on their heads, explaining a student’s behavior
* Good way of easing in the question of inquiring about the behavior plans
* Held teacher accountable for teacher's behavior and offered support of the teacher and students using administration. Showed support of the teacher and offered how administration could help
* Modeled good strategies where you advocated for the students and redirected the teacher back to the holding the teaching accountable
* Provided teacher with a support (PD 360 video-
* Gave explanation of the ratings on the actual observation forms and included examples from the observation
* Gave teacher a chance for teacher to give feedback

Areas to think about:

* Have copies of the observation available for both you and the teacher so that she can view
* During the talk of the behavior plan, would have been a good time to discuss the negative letters and notes sent home
* Have available the examples of observational examples/as a preparation piece.
* Provide time to allow teachers to show you their artifacts to support the things they share verbally
* Allow the time for the post conference to conclude the conference, giving teachers the idea that they can drag on the conference.

As you grow with more experience in post conferencing and using the observation tool, allow teachers to have access to the rubric prior to the post conference so that they can have time to process and ask questions for clarification. This also takes out the wait time to process the conference and will allow you to have the observation signed at the end of the conference (which is often forgotten about for teachers after you leave and can cause the 10 day period to expire).